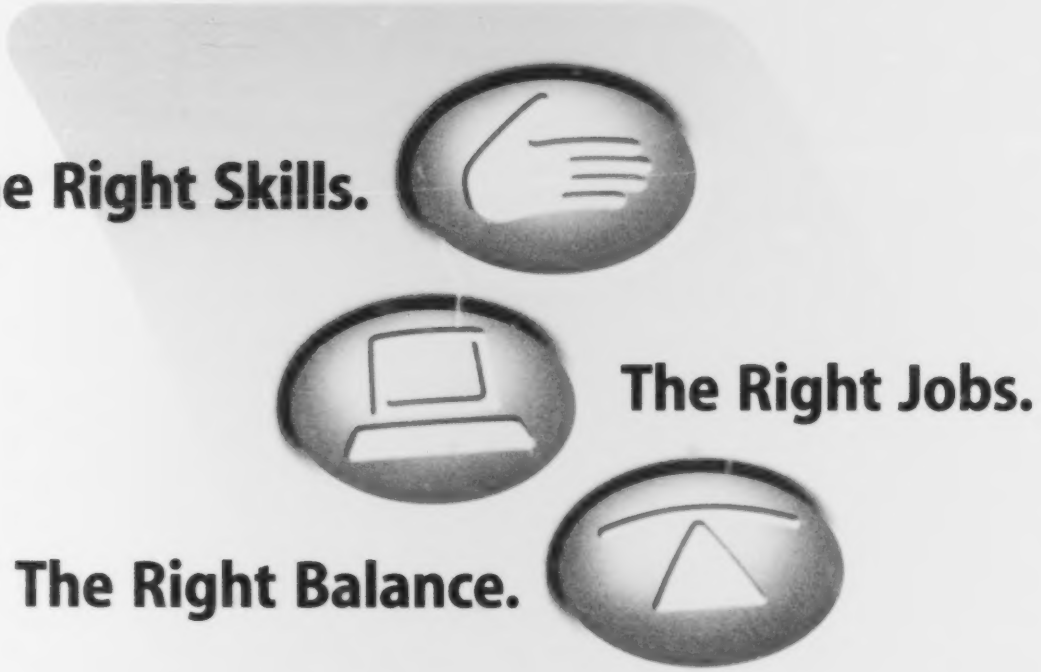
Training and Employment Development

COLLECTIVE BARGAINING IN NEW BRUNSWICK

Volume 13 – No. 1 - 2004

INDUSTRIAL RELATIONS BRANCH

ISSN – 1193-3437

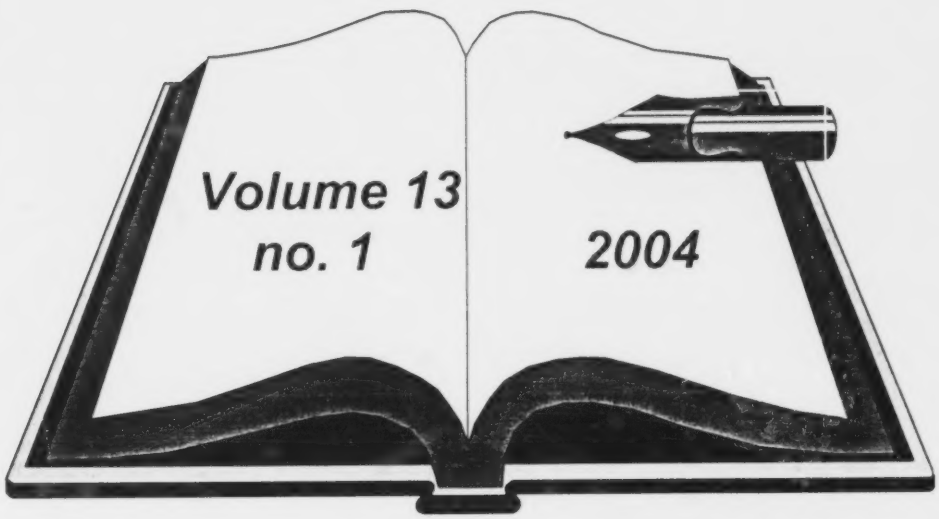


"Committed to the Prosperity Plan"

New Nouveau Brunswick CANADA

New Nouveau Brunswick

Collective Bargaining in New Brunswick



Department of
Training & Employment Development

ISSN 1193-3437

104-04894/

FORWARD

Collective Bargaining in New Brunswick is a quarterly report which contains summaries of collective bargaining settlements and grievance arbitration awards that are filed with the Department.

The data contained in this issue are derived from 33 settlements and 10 awards which were received by the Department during the period of January 1st to March 31st, 2004.

It should be noted that notwithstanding the information contained in this report, the only authoritative documents for this type of information are the collective agreements and arbitration awards themselves. These documents are available for viewing through this office and may be purchased in copy form at a cost of $0.30 per page (plus H.S.T.). When requesting information on a specific collective agreement or arbitration award, the corresponding reference number indicated in the report should be specified.

The Industrial Relations Branch wishes to acknowledge the cooperation of individuals representing Management and Labour who have promptly provided the information necessary for the completion of this issue. If you should have any questions or concerns, please contact this office at 506.453.2261.

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DEFINITIONS

AVERAGE RATE:

The rate of pay the nearest to the average of the lowest and highest rate of pay a permanent full-time employees could earn at the termination of the previous agreement.

BASE RATE:

The straight-time rate of pay per hour, excluding premiums, incentive bonuses, etc. This is not necessarily the lowest rate nor the highest rate but usually an established benchmark rate by the parties for purposes of negotiations.

LOWEST RATE:

Lowest rate of pay a permanent full-time employee could earn at the termination of the previous agreement.

WEIGHTED AVERAGE:

This arithmetic means, dependent on the composition of the work force, is established prior to negotiations and is generated by calculating the actual total wage cost for all employees covered by the settlement and dividing said cost by the number of employees.

GLOSSARY OF COST OF LIVING ALLOWANCE (COLA) TERMS

C.P.I.: Consumer Price Index

COST OF LIVING ESCALATOR OR COST OF LIVING ALLOWANCE (COLA):

A cost of living escalator or COLA is a clause in a collective agreement which adjusts wage (or salary) rates reflecting changes in the specified price index. All have a formula which converts changes in a CPI into wage changes. It is designed to off-set erosion of real wage levels by inflation.

CAP OR MAXIMUM:

A capped formula makes adjustments to hourly rates according to CPI changes but provides a maximum for each contract year or the cap may limit escalation over the contract term as a whole; e.g. capped at $0.05 per quarter and capped at $0.15 per year.

GUARANTEED:

Some cost of living clauses guarantee that a certain increase will be granted by a certain date. If the CPI movement has not generated the guaranteed increase under the formula then that increase automatically comes into effect on the specified date.

TRIGGERED FORMULA:

A triggered formula does not operate until (usually percentage) change in the CPI brings the formula into operation. For example in a two-year collective agreement a triggered formula might grant $0,01 for each 0,5 change in the CPI after the index has risen a full 10,0 %. Often the formula must be re-triggered in each contract year. For example, the formula operated after a 10,0 % increase in the CPI has occurred in any contract year.

SETTLEMENTS

ACCOMMODATION & FOOD SERVICE

Aramark Canada Ltd., Fredericton (Hugh John Fleming Forestry Centre) and the Canadian Union of Public Employees, Local 3372

Reference number: A-155-02

36 months (2002 01 01 to 2004 12 31)

Date previous settlement expired: 2001 12 31

Date settlement was reached: 2003 04 01

Wages: Lowest Rate: General Worker - $8.01 per hour.

Increases:

effective date	hourly increase
2002 01 01	$0.25 - $0.30*
2003 01 01	$0.25 - $0.30*
2004 01 01	$0.25 - $0.30*
* depending on classification	

Place de l'Assomption Limitée, Edmundston and le Syndicat des Journaliers et Manoeuvres de la Construction, section 900

Reference number: P-121-02

36 months (2002 01 01 to 2004 12 31)

Date previous settlement expired: 2001 12 31

Date settlement was reached: 2002 05 22

Wages: Lowest Rate: Waiter/Waitress - $6.90 pcer hour.

Increases:

effective date	general increase
2002 01 01	1.5%
2003 01 01	1.5%
2004 01 01	1.6%

Overtime:

Hours worked in excess of 40 (44) per week shall be paid at time and one-half.

Paid Vacation:

PREVIOUS	Days	%
Less than one year	10	4%
More than one year but less than 48 months	10	4%
48 months but less than 72 months	15	6%
72 months but less than 120 months	20	8%
More than 120 months	25	10%

NEW	Days	%
Less than 3 years	10	4%
3 years but less than 6 years	15	6%
6 years but less than 10 years	20	8%
10 years but less than 20 years	25	10%
More than 20 years	30	15%

AGRICULTURE, FORESTRY, FISHING & HUNTING

UPM Kymmene Miramichi Inc., Miramichi and the Communications, Energy & Paperworkers Union, Local 154

Reference number: U-023-03

36 months (2003 05 01 to 2006 04 30)

Date previous settlement expired: 2003 04 30

Date settlement was reached: 2003 12 05

Wages: Lowest Rate: Labourer - $16.14 per hour

Increases:

effective date	general increase
2003 05 01	1.5%
2004 05 01	1.5%
2006 05 01	1.5%

UPM Kymmene Miramichi Inc., Miramichi and the United Brotherhood of Carpenters & Joiners of America, Local 1386

Reference number: U-023-01

72 months (2004 04 01 to 2010 03 31)

Date previous settlement expired: 2004 03 31

Date settlement was reached: 2003 12 17

Wages: Lowest Rate: Cookie - $13.74 per hour

Increases:

effective date	general increase
Year 1	1%
Year 2	1%
Year 3	1%
Year 4	1%
Year 5	1%
Year 6	2%

Lump Sum Payment:
Year 4 - $170.00

Boot Allowance:
Year 1 - $170.00

CONSTRUCTION

Electrical Contractors Association of New Brunswick Inc., Fredericton and the International Brotherhood of Electrical Workers, Local 2166

Reference number: E-001-07

42 months (2003 01 05 to 2006 06 30)

Date previous settlement expired: 2002 06 30

Date settlement was reached: 2004 01 05

Geographical Scope:

Counties of Sunbury, York Carleton, Victoria, Madawaska, Restigouche, Gloucester and Northumberland.

Wages: Cost to the employer per employee per hour worked:

Industrial	Effective Dates			
	Previous	2004 01 05	2004 07 01	2005 07 01
Journeyman	$23.46	$24.45	$25.44	$26.43
Vacation	$2.58	$2.69	$2.80	$2.91
Health & Welfare	$9.84	$9.84	$9.84	$9.84
Industry Improvement	$0.10	$0.10	$0.10	$0.10
Training	$0.50	$0.50	$0.50	$0.50
Association Fund	$0.20	$0.20	$0.20	$0.20
TOTALS	$36.68	$37.78	$38.88	$39.98

Commercial A	Effective Dates	
	Previous	2004 01 05 to 2006 06 30
Journeyman	$23.46	$23.46
Vacation	$2.58	$2.58
Health & Welfare	$7.44	$7.44
Industry Improvement	$0.10	$0.10
Training	$0.50	$0.50
Association Fund	$0.16	$0.16
TOTALS	$34.24	$34.24

Commercial B	Effective Dates	
	Previous	2004 01 05 to 2006 06 30
Journeyman	$17.19	$18.26
Vacation	$1.30	$1.26
Health & Welfare	$2.90	$2.72
Industry Improvement	$0.10	$0.10
Training	$0.05	$0.08
Association Fund	$0.16	$0.16
TOTALS	$21.70	$22.32

Commercial C	Effective Dates	
	Previous	2004 01 05 to 2006 06 30
Journeyman	$15.30	$15.00
Vacation	$0.77	$1.05
Health & Welfare	$2.17	$2.38
Industry Improvement	$0.05	$0.10
Training	$0.05	$0.06
Association Fund	$0.16	$0.16
TOTALS	$18.50	$18.75

Moncton Northeast Construction Association Inc., Moncton and the Labourers' International Union of North America, Local 900

Reference number: M-141-28

48 months (2002 06 30 to 2006 07 01)

Date previous settlement expired: 2002 06 29

Date settlement was reached: 2003 12 19

Geographical Scope:

Counties of Albert, Westmorland, Kent, Northumberland, Gloucester, Restigouche and Madawaska.

Wages: Cost to the employer per employee per hour worked:

Industrial (Group 1)	Effective Dates		
	Previous	2004 01 05	2004 07 04
Journeyman	$16.43	$17.17	$17.59
Vacation	$0.35 distributed between wages, benefits and pensions	$1.72	$1.76
Health & Welfare		$2.97	$3.26
Pension		$1.30	$1.40
Benefits		$1.67	$1.86
TOTALS	$22.10	$24.83	$25.87

Moncton Northeast Construction Association Inc., Moncton and the Labourers' International Union of North America, Local 900

Reference number: M-141-29

48 months (2002 06 30 to 2006 07 01)

Date previous settlement expired: 2002 06 29

Date settlement was reached: 2003 12 19

Geographical Scope:

Counties of Albert, Westmorland , Kent, Northumberland, Gloucester, Restigouche and Madawaska.

Wages: Cost to the employer per employee per hour worked:

Commercial (Group 1)	Effective Dates		
	Previous	2003 12 19	2004 07 04
Journeyman	$12.89	$13.44	$14.05
Vacation	$0.25 distributed between wages, benefits and pensions	$1.08	$1.12
Health & Welfare		$2.25	$2.31
Pension		$0.92	$0.92
Additional Benefits		$0.41	$0.47
TOTALS	$16.17	$18.10	$18.87

FINANCE AND INSURANCE

Caisse Populaire le Lien d'Or Ltée, St. Isidore and the United Steelworkers of America, Local 9270

Reference number: C-328-01

48 months (2002 01 01 to 2005 12 31)

Date previous settlement expired: 2001 12 31

Date settlement was reached: 2003 12 02

Wages: Lowest rate – Class I (starting) - $8.47 per hour.

Increases:

effective date	general increase
2002 01 01	2%
2003 01 01	2%
2004 01 01	2%
2005 01 01	2%

Automatic Teller Machine: (NEW)

Employees asked to respond to problems at the automatic teller machine shall receive $35.00 for the first hour and will receive $20.00 for each additional hours.

Paid Public Holidays:

If an employee works on a paid public holiday, that employee shall be paid double time.

Mileage:

Previous	
1 – 7999 km	$0.30
8000 – 15999 km	$0.28
more than 16000	$0.24

New	
1 – 7999 km	$0.32
more than 8000 km	$0.30

HEALTH CARE AND SOCIAL SERVICES

C.J.M.O. Ambulance Ltd., Baie Sainte-Anne and the Silent Medic Association

Reference number: C-327-01

48 months (2003 05 01 to 2007 04 30)

Date previous settlement expired: First Agreement

Date settlement was reached: 2003 12 22

Wages:

Increases:

effective date	general increase
Year 1	1.5%*
Year 2	1.5%
Year 3	4.0%
Year 4	2.5%
*subject to government funding	

Carleton York EMS Inc., Woodstock and the Canadian Union of Public Employees, Local 4229

Reference number: C-293-01

48 months (2002 06 01 to 2006 05 31)

Date previous settlement expired: 2002 05 31

Date settlement was reached: N/A

Wages: Lowest rate – EMT - $13.93 per hour.

Increases:

effective date	general increase
2002 06 01	1.5%
2003 06 01	4.0%
2004 06 01	2.5%
2005 06 01	1.5%

Holidays: (NEW)

Easter Sunday

Vacation: (NEW)

10 years but less than 15 years – 4 Tours

Meal Allowance:

Employees away from assigned base for longer than 7 hours shall be reimbursed for one meal every 4 hours at the rate of $10.00 per meal.

Clothing Allowance:

	OLD	NEW
Within a 24 month period	$120.00	$150.00

Pension Plan: (NEW)

Employer Contribution	Employee Contribution
2% of earnings	2% of earnings

Dalhousie C.H.O.I.C.E.S. Group Home Inc., Dalhousie and the Canadian Union of Public Employees, Local 3179

Reference number: C-235-01

36 months (2003 07 01 to 2006 06 30)

Date previous settlement expired: 2004 02 03

Date settlement was reached: N/A

Wages: Lowest rate – Counselor- $12.36 per hour.

Increases:

effective date	hourly increase
2003 04 01	$0.60
2004 04 01	$0.40
2005 04 01	$0.40

Holidays: (NEW)

Employees shall be entitled to two (2) paid floaters per year provided these floaters will not create an extra cost to the employer.

Vacation:

Previous	
Months of Service	Entitlement
240 months	2 1/12 days/month

New	
Months of Service	Entitlement
180 months	2 1/12 days/month

Les Ambulances de la Péninsule Limitée, Shippagan and the Canadian Union of Public Employees, Local 4113

Reference number: A-137-01

32 months (2003 08 12 to 2006 03 31)

Date previous settlement expired: 2002 03 31

Date settlement was reached: 2003 08 12

Wages:

Increases:

effective date	hourly increase
2004 04 01	$0.48
2005 04 01	$0.48

Paid Holiday: (NEW)
Easter

Bereavement Leave:

Previous	New
3 days – spouse, mother, father or child	7 days – spouse, child or parent 5 days – brother, sister or grand child 3 days – grand parents, mother-in law, father-in law, son or dauther in law one day – sister-in law, brother-in law, uncle, aunt, niece, nephew or grand parents of spouse

On-Call: (per day)

Previous	New
$40.00	$40.64

Safety Boots: (every 2 years)

Previous	New
$100.00	$150.00

Maritime Emergency Medical Services, Bayside and the Canadian Union of Public Employees, Local 4218 (Formerly McGovern Ambulance NB Inc.)

Reference number: M-262-01

48 months (2003 06 01 to 2007 05 31)

Date previous settlement expired: 2002 05 31

Date settlement was reached: 2003 10 31

Wages: Lowest rate – EMT (full-time) - $92.72 per shift.

Increases:

effective date	general increase
2003 06 01	4%
2004 06 01	2.5%
2005 06 01	1.5%
2006 06 01	1.5%

Signing Bonus:

$100.00

Holiday: (NEW)

Each regular full-time employee with less than one year of service will be eligible for one floating holiday.

Vacation:

Previous	
Service	**% gross earning**
less than 1 year	4%
1 year and less than 5 years	4.5%
more than 5 years	5%

New	
Service	**# of days**
1 year to 5 years	8
5 years to 10 years	10
more than 10 years	12

Bereavement Leave:

Death of Immediate Family	
Previous	**New**
3 days	4 days

Severance/Retirement:

The Employer will place in an RRSP in the name of the employee:

Previous	New
1.5%	2%

Uniform:

Up to $150.00 will be paid to each employee on a bi-annual basis to cover the cost of one pair of boots.

Health & Life Insurance:

Previous:
20% (employee)
80% (employer)

New: (Employer contribution)
Year 1 – 64.50*
Year 2 – 67.08*
Year 3 – 68.87*
Year 4 – 69.80*
* Employee will be responsible for remaining cost.

Part-time Wage Adjustment:
May 31st, 2007, the amount of $1.00 will be added to the part-time EMT rate.

Tantramar Ambulance Service Ltd.; Shediac/Cap Pelé Ambulance Service Ltd; Tantramar/Beausejour Ambulance Service Ltd. and Tantramar/Beausejour Paramedic Association

Reference number: T-057-01

12 months (2003 04 01 to 2004 03 31)

Date previous settlement expired: 2003 03 31

Date settlement was reached: 2003 04 01

Wages: Lowest rate – Basic Life Support Paramedic (on site) - $12.77

Increases:

effective date	general increase
2003 04 01	0 – 53%*
* depending on classification	

Health & Life Insurance: (to purchase individual health care – per pay period)

	Full time	Part time
OLD	$50.00	$50.00
NEW	$75.00	$50.00

Villa Chaleur Inc., Bathurst and the New Brunswick Government Employees Union, Local 20P

Reference number: V-035-01

20 months (2003 02 11 to 2004 10 15)

Date previous settlement expired: First Agreement

Date settlement was reached: 2003 02 11

Wages:

Increases:

effective date	general increase
2002 10 16	1.5%*
2003 04 16	0.5%
* depending on classifications	

MANUFACTURING

Bercon Atlantic Limited, Saint John and the IWA Canada, Local 306

Reference number: B-202-01

24 months (2003 11 01 to 2005 10 31)

Date previous settlement expired: First Agreement

Date settlement was reached: 2004 02 07

Wages:

Increases:

effective date	general increase
2004 02 07	1%
2004 04 01	2%

Boise Cascade Alljoist Ltd., Saint Jacques and the Communications, Energy & Paperworkers Union, Local 94 (Previously Produits forestiers Alliance-Poutrelles Inc.)

Reference number: B-194-01

48 months (2003 01 01 to 2006 12 31)

Date previous settlement expired: 2002 12 31

Date settlement was reached: 2003 08 19

Wages: Lowest Rate – Level I - $12.66 per hour.

Increases:

effective date	general increase
2003 01 01	2.5%
2004 01 01	2.5%
2005 01 01	2.0%
2006 01 01	2.5%

Safety Boots Allowance: (per annum)

Previous	New
$50.00	$100.00

Night Shift Premium:

Previous	New
$0.40	$0.50

Annual Vacation:

PREVIOUS			NEW		
	%	weeks		%	weeks
1 day – 3 years	4%	2	1 day – 3 years	4%	2
3 years – 8 years	5%	2	3 years – 5 years	5%	2
8 years – less than 15 years	6%	3	5 years – less than 15 years	6%	3
15 years or more	7%	4	15 years or more	8%	4

Equipment:

The Employer agrees to provide coveralls as required (50%). The Employer shall give a $300.00 ($250.00) per year for lost of damaged tools.

Canada Bread Atlantic Limited, and the Bakery, Confectionery and Tobacco and Grain Millers, Local 406 (Fredericton Sales Employees) (Formerly Eastern Bakeries Limited)

Reference number: C-329-03

30 months (2003 03 06 to 2005 09 27)

Date previous settlement expired: 2002 09 28

Date settlement was reached: N/A

Wages: Lowest rate: $8.75 per hour.

Increases:

effective date	hourly increase
2003 03 06	$0.10
2003 09 29	$0.10
2004 09 27	$0.10

Safety Boots: (per annum)

Previous	New
$75.00	$100.00

Canada Bread Atlantic Limited, and the Bakery, Confectionery and Tobacco and Grain Millers, Local 406 (Miramich, Richibucto Sales Employees) (Formerly Eastern Bakeries Limited)

Reference number: C-329-04

29 months (2003 05 08 to 2005 10 03)

Date previous settlement expired: 2002 10 05

Date settlement was reached: N/A

Wages: Lowest rate: $8.75 per hour.

Increases:

effective date	hourly increase
2003 05 08	$0.10
2003 10 05	$0.10
2004 10 03	$0.10

Safety Boots: (per annum)

Previous	New
$75.00	$100.00

Canada Bread Atlantic Limited, and the Bakery, Confectionery and Tobacco and Grain Millers, Local 406 (Moncton Sales Employees) (Formerly Eastern Bakeries Limited)

Reference number: C-329-02

30 months (2003 03 21 to 2005 09 27)

Date previous settlement expired: 2002 09 28

Date settlement was reached: N/A

Wages: Lowest rate: $8.75 per hour.

Increases:

effective date	hourly increase
2002 09 29	$0.10
2003 09 28	$0.10
2004 09 26	$0.10

Safety Boots: (per annum)

Previous	New
$75.00	$100.00

Vacation:

Employees who have or will attain 30 years of service will receive:

Previous	2004 01 01	2005 01 01
$465.00	$490.00	$540.00

Canada Bread Atlantic Limited, and the Bakery, Confectionery and Tobacco and Grain Millers, Local 406 (Saint John, St. Stephen and Sussex Sales Employees) (Formerly Eastern Bakeries Limited)

Reference number: C-329-05

30 months (2003 04 04 to 2005 09 27)

Date previous settlement expired: 2002 09 28

Date settlement was reached: N/A

Wages: Lowest rate: $8.75 per hour.

Increases:

effective date	hourly increase
2003 04 04	$0.10
2003 09 28	$0.10
2004 09 26	$0.10

Safety Boots: (per annum)

Previous	New
$75.00	$100.00

Canada Bread Atlantic Limited, Moncton and the Bakery, Confectionery and Tobacco and Grain Millers, Local 406 (Formerly Eastern Bakeries Limited)

Reference number: C-329-01

30 months (2002 12 17 to 2005 06 30)

Date previous settlement expired: 2001 06 30

Date settlement was reached: N/A

Wages: Lowest rate: Janitor (light) - $15.61 per hour.

Increases:

effective date	hourly increase
2002 06 30	$0.30 - $0.55*
2003 06 30	$0.30 - $0.55*
2004 06 30	$0.30 - $0.55*
*depending on classification	

Bereavement Leave:

Previous	New
3 days	5 days

Hours of Work: (NEW)

Employees called in to work will receive a minimum of 6 hours of pay.

Safety Boots: (per annum)

Previous	New
$75.00	$100.00

MacKay Forest Products Ltd., Saint John and the Construction and General Labourers' Local 900

Reference number: M-056-02

25 months (2001 07 26 to 2003 07 25)

Date previous settlement expired: 2001 07 25

Date settlement was reached: 2002 11 25

Wages: Lowest rate: Yardman - $14.36 per hour.

Increases:

effective date	increase
2001 07 26	0

Pension:

Employer contribution per hour:		
Previous	**2001 07 26**	**2002 07 26**
$0.50	$0.60	$0.70

T.S. Simms & Co. Limited, Saint John and Nova Scotia Government's General Employees Union, Local Union No. 701

Reference number: S-078-03

36 months (2003 08 01 to 2006 07 31)

Date previous settlement expired: 2003 07 01

Date settlement was reached: 2004 01 28

Wages: Lowest Rate – Labour Grade C - $15.00 per hour.

Increases:

effective date	hourly increase
2004 01 01	$0.30
2005 01 01	$0.25
2006 01 01	$0.25

Bonus:

One-time payment of $250.00.

Safety Footwear:

Per Annum	Previous	New
Full time	$105.00	$110.00
Temporary	$52.50	$55.00

Christmas Eve Day:

Agreed, barring emergencies and maintenance of essential services, no employee shall be required to work on Christmas Eve Day (required to work beyond 12:00 noon on Christmas Day)

Sick Leave:

Shall be paid at the rate of 66% (60%) of an employee's regular rate of pay.

Pager Premium (Industrial Mechanic):

	Previous	New
Per day	$7.00	$8.00
Saturday & Sunday	$10.00	$12.00
Statutory Holiday	$10.00	$12.00

OTHER SERVICES (EXCEPT PUBLIC ADMINISTRATION)

Canadian Linen and Uniform Services Inc., Dieppe and the National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-Canada), Local 1015

Reference number: C-281-02

36 months (2004 01 01 to 2006 12 31)

Date previous settlement expired: 2002 12 31

Date settlement was reached: 2004 01 15

Wages: Lowest rate: Route Jumper - $12.94 per hour.

effective date	general increase
2004 01 01	2.6 – 7.3%
2005 01 01	2.1% - 5.4%
2006 01 01	2.1% - 4.3

Safety Shoes: (maximum)

Previous	$75.00
New	$85.00

Holidays: (NEW)
Good Friday and Thanksgiving Day

Vacation:

PREVIOUS		
Years of Service	**Amount**	**%**
less than one year	2 weeks	4%
5 years	3 weeks	6%
12 years	4 weeks	8%

NEW		
Years of Service	**Amount**	**%**
1 year	2 weeks	4%
4 years	3 weeks	6%
10 years	4 weeks	8%

PUBLIC ADMINISTRATION

City of Fredericton and the Canadian Union of Public Employees, Local 1709 (Inside Workers)

Reference number: F-016-04

48 months (2002 01 01 to 2005 12 31)

Date previous settlement expired: 2001 12 31

Date settlement was reached: 2003 06 27

Wages: Lowest Rate: Clerk Receptionist (starting) - $12.48 per hour.

Increases:

effective date	general increase
2001 12 31	2.5%
2002 12 29	4.0%
2003 12 28	2.9%
2004 12 26	2.9%

Callout Pay:

An employee called out to work before or after the regular day shall be paid for a minimum of 4(3) hours at the overtime rate.

Travel Expense:

Employees shall receive $0.33 ($0.30) per km for the use of personal vehicle.

Benefits:

The Employer agrees to provide a pensionable Benefit Spending Allowance in the amount of $145 ($120) bi-weekly to purchase benefits.

Town of Woodstock, Woodstock and the Woodstock Police Association

Reference number: W-017-03

48 months (2003 01 01 to 2006 12 31)

Date previous settlement expired: 2002 12 31

Date settlement was reached: N/A

Wages: Lowest Rate: 3rd Class Constable - $15.86 per hour.

Increases:

effective date	general increase
2003 01 01	2.5%
2004 01 01	3%
2005 01 01	3%
2006 01 01	3%

Maternity/Paternity Leave: (NEW)

Inclusion of new article. Please refer to agreement.

RETAIL TRADE

La Coopérative Cartier Ltée, Richibucto and the United Food and Commercial Workers, Local 1288P

Reference number: C-081-02

24 months (2003 07 01 to 2005 06 30)

Date previous settlement expired: 2003 06 30

Date settlement was reached: 2003 12 30

Wages: Lowest Rate: Cashier - $7.43 per hour.

Increases:

effective date	hourly increase
2003 07 01	0
2004 07 01	$0.12 - $0.15*
* depending on classification	

La Société Coopérative de Robertville Ltée, Robertville and the United Food and Commercial Workers, Local 1288P

Reference number: C-167-02

48 months (2003 01 01 to 2006 12 31)

Date previous settlement expired: 2002 12 31

Date settlement was reached: 2004 01 12

Wages: Lowest Rate: Clerk - $6.70 per hour.

Increases:

effective date	hourly increase
2003 01 01	0
2005 01 01	wage re-opener

Lounsbury Company Limited, Bathurst and the International Association of Machinists and Aerospace Workers, Lodge 2382

Reference number: L-096-02

12 months (2003 02 01 to 2004 02 01)

Date previous settlement expired: 2002 09 30

Date settlement was reached: N/A

Wages: Lowest Rate: Utility - $10.75 per hour.

Increases:

effective date	hourly increase
2003 02 04	$0.21

Lounsbury Company Limited, Bathurst and the International Association of Machinists and Aerospace Workers, Lodge 2418

Reference number: L-096-03

48 months (2004 02 01 to 2008 01 01)

Date previous settlement expired: 2004 02 01

Date settlement was reached: N/A

Wages: Lowest Rate: Utility - $10.96 per hour.

Increases:

effective date	general increase
2004 02 01	1.5%
2005 02 01	1.75%
2006 02 01	2.0%
2007 02 01	2.0%

Vacation:

Previous	
Service	**Vacation**
1 year to 9 years	2 weeks and 4%
10 years to 19 years	3 weeks and 6%
more than 20 years	4 weeks and 8%

New	
Service	**Vacation**
1 year to 5 years	2 weeks or 4%
6 years to 15 years	3 weeks or 6%
more than 16 years	4 weeks or 8%

TRANSPORTATION AND WAREHOUSING

Coastal Transport Limited, Saint John and the New Brunswick Regional Council of Carpenters, Millwright & Allied Workers (Licensed Personnel)

Reference number: C-096-04

48 months (2003 04 01 to 2007 03 31)

Date previous settlement expired: 2003 03 31

Date settlement was reached: 2004 02 04

Wages: Lowest Rate: Second Officer - $16.33 per hour.

Increases:

effective date	general increase
2003 04 01	4.5%
2004 04 01	COLA
2005 04 01	COLA
2006 04 01	COLA

Transportation: (NEW)

A regularly assigned officer who is called in to do relief work on his rest days and is required to travel on the vessel will receive two (2) hours pay at the pro-rata rate.

Benefit Plans: (Group Insurance, LTD or Medical)

Previous – Employer 85% - Employee 15%

New: Company to contribute 1800/,month; Inc./Dec - $300.00/full-time complement.

Use of Private Automobile:

Previous	New
$0.30 per km	$0.32 per km

Coastal Transport Limited, Saint John and the New Brunswick Regional Council of Carpenters, Millwright & Allied Workers (Unlicensed Personnel)

Reference number: C-096-03

48 months (2003 04 01 to 2007 03 31)

Date previous settlement expired: 2003 03 31

Date settlement was reached: 2004 02 04

Wages: Lowest Rate: Assistant Steward - $13.90 per hour.

Increases:

effective date	general increase
2003 04 01	3%
2004 04 01	COLA*
2005 04 01	COLA*
2006 04 01	COLA*

Meals: (NEW)

In lay-up or refit a daily meal allowance of $30.00 will apply provided meals are not provided.

Transportation: (NEW)

When an employee is required to use his private vehicle for company business an allowance of $0.32 per km will be paid.

Premium: (NEW)

Employees who are required to catch the lines on shore will receive a daily allowance for $25.00 for each day so required.

Medical Plan:

Company Contribution	Per month	Inc./Dec./Fulltime
Previous	$4750.00	$131.50
New	$5500.00	$150.00

Premium: (NEW)

Employees possessing a valid certificate of competency as an engineer or deck officer will be paid a bonus of $0.30 per hour

GRIEVANCE ARBITRATION AWARDS

Reference Number: B-194-01/2003-01

Boise Cascade All Joist Ltd. and the Communications, Energy and Paperworkers Union of Canada, Local 94

Issue: Firing

Award: Grievance Dismissed

Date of Award: March 2, 2004

Number of Pages: 22

Arbitrator: Michel Doucet

Language of Decision: French

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Reference Number: C-141-02/2003-02

Campbellton Nursing Home Inc. and the Canadian Union of Public Employees, Local 2354

Issue: Retirement Allowance

Award: Grievance Dismissed

Date of Award: February 27, 2004

Number of Pages: 14

Arbitrator: Raymond P. Gorman

Language of Decision: English

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Reference Number: C-323-01/2003-01

Compass Group Canada (Beaver) Ltd. and the Canadian Union of Public Employees, Local 2266

Issue: Overtime

Award: Grievance Dismissed

Date of Award: January 27, 2004

Number of Pages: 11

Arbitrator: Geoffrey Bladon

Language of Decision: English

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Reference Number: S-067-04/2002-01

Foyer St. Joseph and the Canadian Union of Public Employees, Local 1439

Issue: Firing

Award: Grievance Dismissed

Date of Award: February 12, 2004

Number of Pages: 17

Arbitrator: Guy G. Couturier

Language of Decision: French

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Reference Number: G-120-01/2003-02

Grand Falls Regional Ambulance Service 055924 N.B. Ltd. and the Canadian Union of Public Employees, Local 4356

Issue: Wages

Award: Grievance Allowed in Part

Date of Award: December 4, 2003

Number of Pages: 16

Arbitrator: Raymond P. Gorman

Language of Decision: English

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Reference Number: I-003-06/2003-01

Irving Pulp & Paper Limited and the Communications, Energy & Paperworkers Union of Canada, Local 30

Issue: Overtime

Award: Grievance Allowed in Part

Date of Award: March 16, 2004

Number of Pages: 12

Arbitrator: Raymond P. Gorman

Language of Decision: English

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Reference Number: M-018-01/2001-01

Moncton Publishing Division of Summit Publishing Limited and the Newspaper Guild – Communications Workers of America, Local 30636

Issue: Discrimination

Award: Grievance Allowed

Date of Award: December 19, 2003

Number of Pages: 59

Arbitrator: Geoffrey Bladon

Language of Decision: English

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Reference Number: M-178-09/2001-04

Miramichi Pulp & Paper Inc. and the Communications, Energy & Paperworkers Union of Canada, Local 689

Issue: Callout

Award: Grievance Dismissed

Date of Award: December 3, 2003

Number of Pages: 13

Arbitrator: Raymond P. Gorman

Language of Decision: English

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Reference Number: N-085-01/2000-01

Nelson Forest Products Inc. and IWA-Canada, Local 306

Issue: Discharge/Dismissal

Award: Grievance Dismissed

Date of Award: December 18, 2003

Number of Pages: 39

Arbitrator: Anne E. Bertrand

Language of Decision: English

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Reference Number: G-072-02/2003-01

Town of Grand Bay-Westfield and the Canadian Union of Public Employees, Local 2404

Issue: Promotion

Award: Grievance Dismissed

Date of Award: February 27, 2004

Number of Pages: 13

Arbitrator: Geoffrey Bladon

Language of Decision: English

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APPENDICES

Summary of Charts and Table

CHART 1

COLA's in New Brunswick
(January 1st – March 31st, 2004)

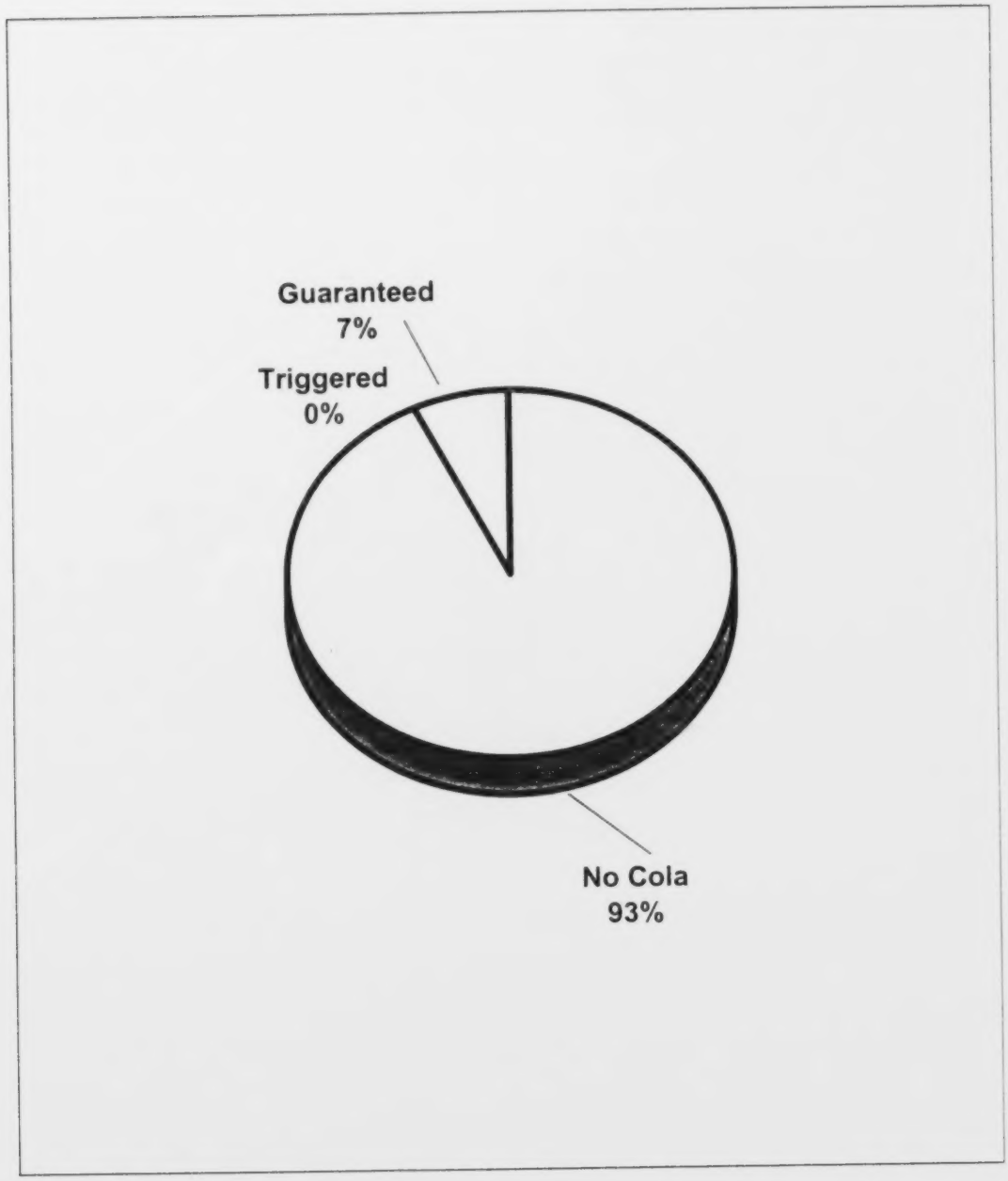

CHART 2

Average Duration in Months of Collective Agreements (January 1st – March 31st, 2004)

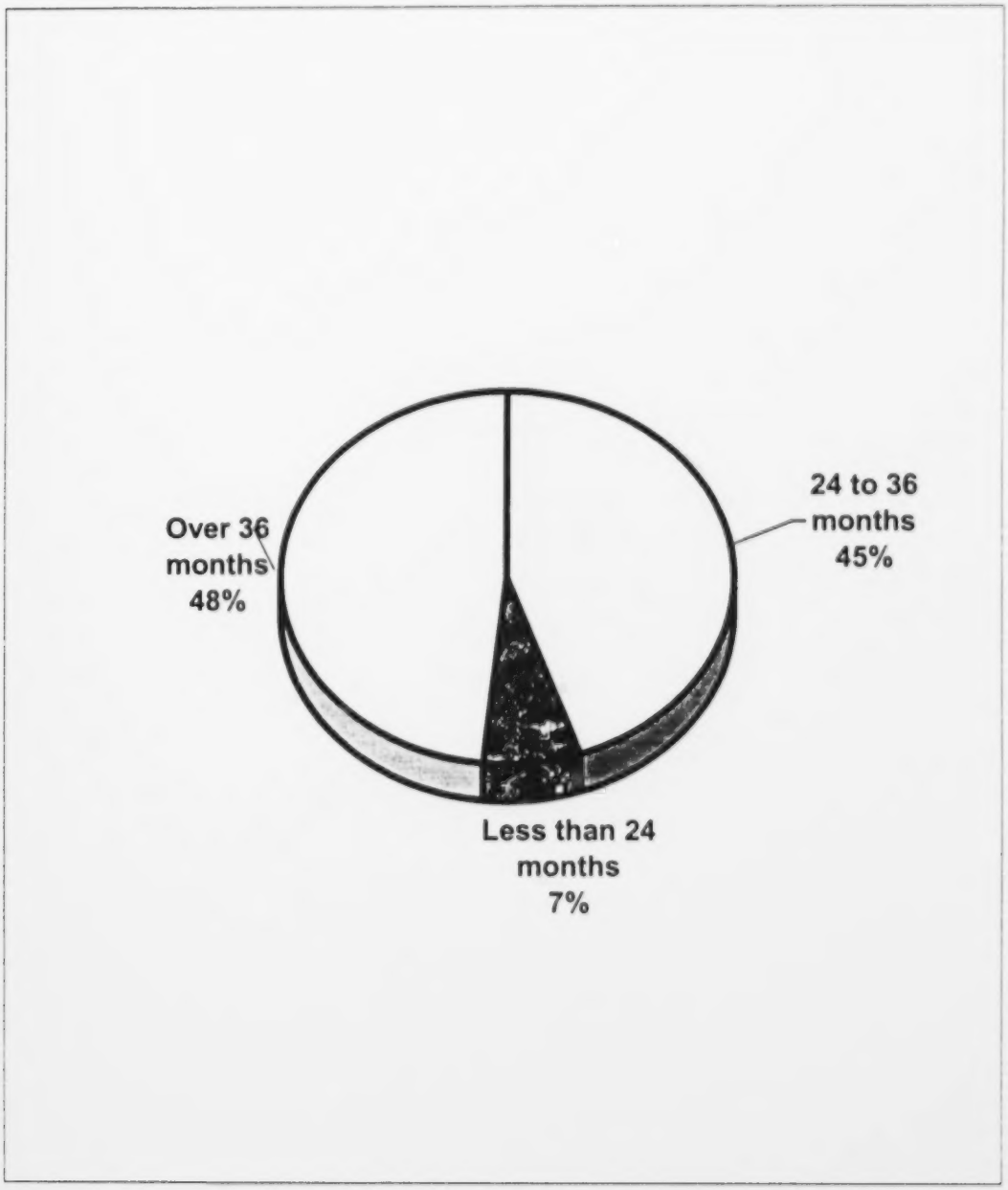

TABLE I

Wage Increase by Industry

(January 1st – March 31st, 2004)

INDUSTRY[1]	Number of Current Settlements	Number of employees covered	Average increase	
			$ hour	%
Accommodation & Food Services	2	62	0.20	2.61
Agriculture, Forestry, Fishing & Hunting	2	48	0.19	1.31
Construction	3	1366	1.10	5.31
Finance & Insurance	1	11	0.17	2.04
Health Care & Social Assistance	5	129	0.36	3.04
Manufacturing	8	280	0.30	2.20
Other Services	1	5	0.77	5.95
Public Administration	2	132	0.41	3.21
Retail Trade	3	42	0.09	0.78
Transportation & Warehousing	2	41	0.46	3.24
TOTAL	**29**	**2131**	**0.82**	**4.28**

1 Agreements are categorized according to the North American Industry Classification (Statistics Canada, 1997) which classifies a business according to the principal commodity produced.

NOTE: First time agreements are not reflected in the above table.

For further information on "North American Industry Classification" see
http://www.statcan.ca/english/Subjects/Standard/naics/2002/naics02-menu.htm